Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

USDA (and below)

For 2nd Quarter 2015 for period ending March 31, 2015

	Comparative Data										
Complaint Activity	Pr	evious	2015Thru03-31								
	2010	2011	2012	2013	2014	2015111ru05-51					
Number of Complaints Filed	478	534	548	544	481	258					
Number of Complainants	466	518	530	512	464	255					
Repeat Filers	7	12	14	26	13	3					

Complaints by Dasis	Comparative Data										
Complaints by Basis	Pro	evious 1									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru03- 31					
Race	174	231	222	213	243	105					
Color	23	39	61	64	73	31					
Religion	16	23	24	19	19	8					
Reprisal	197	266	289	311	270	138					
Sex	166	220	235	213	207	105					
PDA	0	0	0	2	3	1					

National Origin	51	61	65	59	74	36
Equal Pay Act	2	4	3	8	4	1
Age	167	201	182	201	183	84
Disability	101	114	144	150	130	70
Genetics	0	1	2	3	2	2
Non-EEO	44	46	55	42	55	27
Completed by Lore			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru03- 31
Appointment/Hire	22	42	25	34	25	20
Assignment of Duties	55	73	100	119	117	50
Awards	11	22	24	24	9	10
Conversion to Full-time	1	0	1	2	1	0
Disciplinary Action						
Demotion	5	3	7	3	5	2
Reprimand	15	29	42	28	23	19
Suspension	28	23	40	30	27	19
Removal	6	5	10	13	7	4
Other	10	16	28	17	31	13
Duty Hours	5	5	16	11	11	8
Evaluation Appraisal	63	76	64	85	73	49
Examination/Test	1	1	4	1	1	0
Harassment						
Non-Sexual	188	237	310	275	264	146

Sexual		13	25	1	6	12	20	6
Medical Examination		1	2	5	5	2	4	1
Pay (Including Overtime)		10	15	1	4	29	39	20
Promotion/Non-Selection		109	143	11	19	123	111	74
Reassignment								
Denied		5	9	1	3	19	27	13
Directed		21	22	3	4	33	43	20
Reasonable Accommodation	on	35	41	5	9	63	48	30
Reinstatement		3	0	2	2	0	0	0
Retirement		1	6	3	3	2	1	2
Termination		34	41	3	7	40	34	16
Terms/Conditions of Empl	oyment	38	56	9	1	176	146	50
Time and Attendance		25	34	5	9	50	32	24
Training		24	37	4	9	41	33	16
Other		61	78	6	0	26	23	30
			Co	mp	ara	tive I	Data	
Processing Time		Previous	s Fisca	l Ye	ear	Data		2015Thru03-
	2010	2011	201	2	20	13	2014	31
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	328.36	296.79	250.	15	242	2.05	212.08	194.00
Average number of days in final action	358.84	216.50	224.0	60	165	5.94	169.31	117.61
Complaint pending during	fiscal year	ar where	hearin	ıg w	as r	eque	sted	
Average number of days in investigation	280.86	289.61	235.2	29	247	7.31	217.23	206.30
Average number of days in final action	325.38	93.15	129.	79	119	9.33	199.47	95.31

Complaint pending durin	g fis	cal ye	ear v	vhere	hear	ing v	vas	not re	eques	ted			
Average number of days in investigation	39	92.43	30	9.25	27'	7.51	23	3.21	204	1.07	1	80.99	
Average number of days in final action	39	97.92	29	4.30	27	1.66	18	7.19	134	1.58	38.00		
						(Com	parat	tive l	Data			
Complaints Dismiss Agency	ed by	y		Prev	vious	Fisc	al Y	ear l	Data		2015Thru03-		
	2010 2011 2012 2013 2014								14		31		
Total Complaints Dismis Agency	sed l	ру	5	3	65	4	3	67	6	54		17	
Average days pending pr dismissal	ior to)	27	74	111	14	10	83	18	88		105	
Co	mpla	mplaints Withdrawn by Complainants											
Total Complaints Withdom Complainants	awn	by	3	4	32	3	1	29	3	52		10	
					C	omp	ara	tive I	D ata				
Total Final Agency			Pre	vious	s Fisc	al Y	ear	Data			2015	Thru03-	
Actions Finding Discrimination	20	010	20	11	20	12	20	013	20	14		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	22		30		17		19		24		2		
Without Hearing	17	77	27	90	16	94	15	79	15	63	0	0	
With Hearing	5	23	3	10	1	6	4	21	9	38	2	100	
Findings of					C	omp	arat	tive D	ata				
Discrimination Rendered by Basis	Previous Fiscal Year Data 2015Thru03-										Thru03-		
Note: Complaints can	201	10	201	11	20	12	2	013	20)14		31	
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	

Total Number Findings	22		30		17		19		24		2	
Race	3	14	2	7	6	35	2	11	6	25	1	50
Color	0	0	0	0	0	0	2	11	1	4	0	0
Religion	0	0	0	0	0	0	0	0	2	8	0	0
Reprisal	11	50	9	30	6	35	6	32	7	29	2	100
Sex	4	18	5	17	2	12	5	26	2	8	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	5	0	0	1	6	3	16	5	21	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	4	0	0
Age	8	36	11	37	4	24	6	32	2	8	1	50
Disability	4	18	10	33	6	35	6	32	8	33	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	5	0	0	0	0	3	16	2	8	0	0
	<u>'</u>											
Findings After Hearing	5		3		1		4		9		2	
Race	2	40	0	0	0	0	2	50	4	44	1	50
Color	0	0	0	0	0	0	2	50	1	11	0	0
Religion	0	0	0	0	0	0	0	0	2	22	0	0
Reprisal	3	60	2	67	1	100	0	0	4	44	2	100
Sex	2	40	0	0	0	0	1	25	2	22	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	2	22	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	11	0	0
Age	3	60	0	0	0	0	3	75	1	11	1	50
Disability	1	20	1	33	0	0	1	25	0	0	1	50

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
	1	1								-		
Non-EEO	0	0	0	0	0	0	2	50	1	11	0	0
Findings Without Hearing	17		27		16		15		15		0	
Race	1	6	2	7	6	38	0	0	2	13	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	8	47	7	26	5	31	6	40	3	20	0	0
Sex	2	12	5	19	2	13	4	27	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	0	0	1	6	3	20	3	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	29	11	41	4	25	3	20	1	7	0	0
Disability	3	18	9	33	6	38	5	33	8	53	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	6	0	0	0	0	1	7	1	7	0	0
		<u>'</u>	<u> </u>	<u>'</u>	(Compa	arati	ve D	ata	<u>'</u>		
Findings of			Pre	vious	s Fis	cal Ye	ear D	ata			2015	Thru03-
Discrimination Rendered by Issue	20	10	20	11	20)12	20	13	20	14		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	22		30		17		19		24		2	
Appointment/Hire	0	0	0	0	0	0	2	11	0	0	0	0
Assignment of Duties	1	5	4	13	2	12	0	0	3	13	0	0
Awards	0	0	0	0	0	0	0	0	1	4	0	0
Conversion to Full-	0	0	0	0	0	0	0	0	0	0	0	0

time												
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	4	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	50
Suspension	1	5	2	7	0	0	2	11	1	4	0	0
Removal	1	5	0	0	0	0	1	5	0	0	0	0
Other	0	0	0	0	1	6	0	0	1	4	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	3	10	3	18	0	0	1	4	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Non-Sexual	10	45	16	53	8	47	5	26	8	33	1	50
Sexual	0	0	0	0	1	6	1	5	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	3	1	6	0	0	1	4	0	0
Promotion/Non- Selection	4	18	6	20	1	6	4	21	5	21	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	5	6	20	1	6	1	5	2	8	0	0
Reasonable Accommodation	2	9	4	13	4	24	3	16	5	21	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	5	1	3	0	0	0	0	0	0	0	0
Termination	1	5	2	7	1	6	3	16	6	25	0	0
Terms/Conditions of Employment	0	0	2	7	0	0	2	11	3	13	0	0

Time and Attendance	1	5	2	7	3	18	2	11	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	4	0	0
Other - User Defined	2	9	0	0	1	6	2	11	1	4	0	0
	<u>'</u>		1			ı			ı		ı	ı
Findings After Hearing	5		3		1		4		9		2	
Appointment/Hire	0	0	0	0	0	0	1	25	0	0	0	0
Assignment of Duties	0	0	2	67	0	0	0	0	2	22	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action						-						
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	50
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	11	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-						
Non-Sexual	2	40	1	33	0	0	0	0	3	33	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	40	0	0	0	0	1	25	4	44	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	2	22	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	25	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	20	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	1	11	0	0
Findings Without Hearing	17		27		16		15		15		0	
Appointment/Hire	0	0	0	0	0	0	1	7	0	0	0	0
Assignment of Duties	1	6	2	7	2	13	0	0	1	7	0	0
Awards	0	0	0	0	0	0	0	0	1	7	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	7	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	6	2	7	0	0	2	13	1	7	0	0
Removal	1	6	0	0	0	0	1	7	0	0	0	0
Other	0	0	0	0	1	6	0	0	1	7	0	0
				Ì			0		Ì			

Evaluation Appraisal	0	0	3	11	3	19	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0		$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	0	0	0
Harassment												
Non-Sexual	8	47	15	56	8	50	5	33	5	33	0	0
											1	
Sexual	0	0	0	0	1	6	1	7	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	1	6	0	0	1	7	0	0
Promotion/Non- Selection	2	12	6	22	1	6	3	20	1	7	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	6	6	22	1	6	1	7	0	0	0	0
Reasonable Accommodation	2	12	4	15	4	25	2	13	5	33	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	4	0	0	0	0	0	0	0	0
Termination	1	6	2	7	1	6	2	13	6	40	0	0
Terms/Conditions of Employment	0	0	2	7	0	0	2	13	3	20	0	0
Time and Attendance	1	6	2	7	2	13	2	13	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	7	0	0
Other - User Defined	2	12	0	0	1	6	2	13	0	0	0	0
							Com	parat	tive	 Data		
Pending Complaints			,	Pro	eviou	ıs Fi	scal Y	ear l	Data	1	20157	Thru03-
Previous Fiscal Years	uy S	tatus		2010	201	1 2	012	2013	3 2	014		31
Total complaints from p Fiscal Years	revio	ous		929	832	2 3	883	956	9	38	7	744

Total Complainants	690	703	798	885	482	672
Number complaints pending						1
Investigation	77	50	37	28	35	69
ROI issued, pending Complainant's action	7	12	5	1	3	17
Hearing	228	288	342	399	520	564
Final Agency Action	85	76	80	68	50	86
Appeal with EEOC Office of Federal Operations	8	8	10	11	61	66
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2015Thru03-
	2010	2011	2012	2013	2014	31
Pending Complaints Where Investigations Exceed Required Time Frames	154	114	88	85	39	43